

**DEPARTMENT OF PERSONNEL ADMINISTRATION
SUMMARY OF COLLECTIVE BARGAINING AGREEMENT
FOR BARGAINING UNIT 16
2006-2008 MEMORANDUM OF UNDERSTANDING**

**Exclusive Employee Representative
Union of American Physicians and Dentists**

Number of Employees: Approximately 1435 full-time equivalents

I. Compensation

Cost-of-Living Adjustments

- Effective July 1, 2006, all employees in Bargaining Unit 16 will receive a 3.5% General Salary Increase.
- Effective July 1, 2007, all employees in Bargaining Unit 16 will receive a COLA of 2-4% (actual amount to be based on the Consumer Price Index for the 12-month period from April 2006 through March 2007).

Equity Adjustments

- Effective January 1, 2007, the top salary for all Bargaining Unit 16 classifications except Podiatrists will be raised 7.5%.
- Effective January 1, 2007, the top salary for the Podiatrist classifications will be raised 10%. (*Attachment A*)

II. Retirement

Benefit Calculation

- For employees hired on or after January 1, 2007, retirement benefits will be based on the highest consecutive-three-year average salary.

III. Health Benefits

Employer Contribution

- Effective January 1, 2007, employees in Bargaining Unit 16 will receive health benefits under the State's "80-80" formula, replacing the unit's "85-80" formula. Under the "80-80" formula, the employer contribution for single-party coverage is 80 percent of that year's weighted average premium of the four plans with the highest employee enrollment; 80 percent for dependent coverage.

Dependent Coverage

- Employees hired on or after January 1, 2007, will become eligible for the full employer contribution for dependent health coverage after completing their first two years of State employment. The State will contribute half the normal amount for dependents during the first year and 75 percent during the second year.

IV. Other

Mileage Reimbursement

- Employees authorized to use a privately owned vehicle on State business will be entitled to claim mileage reimbursement at the federal standard mileage rate. The federal standard mileage rate is currently 44.5 cents per mile.

Continuing Medical Education Training Reimbursement

- Employees will be reimbursed for continuing medical education expenses up to \$1,000 per fiscal year. The current reimbursement level is \$300 - \$500/year.

V. Duration

- July 1, 2006, through June 30, 2008

Attachment A

Effective January 1, 2007, the maximum salary for the following Podiatrist classifications shall be raised 10% (by adding steps to the top of the current pay ranges). For employees who have been at the old maximum rate for a minimum of 12 qualifying pay periods (as defined in DPA Rules 599.682(b) and 599.687) the salary will be raised 5%; 12 months later, their salary will be raised the remaining 5%.

Class Code	Title
7976	Podiatrist Consultant
7977	Podiatrist
7972	Podiatrist, Correctional Facility
7657	Podiatrist, DMH & DDS

Effective January 1, 2007, the maximum salary for the remaining Bargaining Unit 16 classifications shall be raised by 7.5% (by adding steps to the top of the current pay ranges). For employees who have been at the old maximum salary rate for a minimum of 12 qualifying pay periods (as defined in DPA Rules 599.682(b) and 599.687) the salary will be raised by 5%; 12 months later, their salary will be raised the remaining 2.5%. (**Exception:** For employees covered by Plata, the pay range increase will be 7.5% in one step.)